

HEALTH & SAFETY POLICY STATEMENT

Windsor Integrated Services Group (WISG) comprising Windsor Waste Management, Zest Recycle, Hazibag and ARI Global Technologies.

The Company accepts its responsibilities under Health and Safety at Work etc Act 1974

This is the Health and Safety Policy Statement of Windsor Waste Management

Our statement of general policy is to:

- ✓ Meet and exceed health and safety best practices and legal compliance;
- ✓ Provide adequate control of the health and safety risks arising from our work activities;
- ✓ Provide information and consult with our employees on matters affecting their health and safety;
- ✓ Provide and maintain safe plant and equipment;
- ✓ Ensure safe handling and use of substances;
- ✓ To ensure all employees are competent to do their tasks, provide instruction, supervision and give them adequate training;
- ✓ To prevent accidents and cases of work-related ill health;
- ✓ To maintain and continuously improve safe and healthy working conditions;
- ✓ And to review and revise this policy as necessary at regular intervals.

Arrangements for health and safety include:

- ✓ Risk assessments, reviewed regularly with associated control measures
- ✓ Emergency preparedness including fire safety, periodic fire drills
- ✓ Inductions and ongoing training
- ✓ Provision of signage to highlight risks
- ✓ Provision of personal protective equipment, including safety shoes, high-visibility clothing and gloves
- ✓ Safe and healthy working conditions
- ✓ Focus on high risk activities, an example being slips, trips and falls, exposure to asbestos and other hazardous chemicals
- ✓ Provision of planned and reactive maintenance for all plant, vehicles and equipment
- ✓ Consideration of remote and home workers and lone working arrangements
- ✓ Consideration of vulnerable road users and driver safety
- ✓ Consultation, communication and information provision
- ✓ Collating and reporting any accidents reportable under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013.
- ✓ Ensure safe handling and use of substances, before any hazardous substances are used during a work process, a material safety data sheet (MSDS) will be requested from the supplier and an appropriate assessment made of the risks from that substance will be undertaken by the Health and Safety Co-ordinator / Representative, in line with the Control of Substances Hazardous to Health Regulations (COSHH) 2002.
- ✓ Manual handling operations will be assessed to determine the risk to those engaged in the activity, suitable control measures for the management of manual handling risk will be put in place and sufficient training will be given to staff
- ✓ Display Screen Equipment (DSE) is assessed to determine any risks to users, and any control measures required
- ✓ Staff have access to adequate welfare facilities, including at a minimum toilet/washing facilities and rest areas

The ultimate responsibility for health and safety lies with the CEO who will ensure it is given equal priority with other major business objectives. However, the day to day responsibility for putting this Health and Safety Policy and Procedure into practice is delegated to a Health and Safety Manager. All Managers and employees share the responsibility of providing an environment that complies with this Health and Safety Policy.

This Policy will be displayed prominently in all workplaces.



Signed
Tony Windsor, CEO

Date: 05/06/2026